

Offensive and Improper Conduct

We have attempted to list some of the behaviours below that would constitute offensive and improper conduct. Whilst this list is not exhaustive, it will support the delivery of the behaviour policy so that there is consistency and fairness.

Any bullying or harassment will not be tolerated and is always serious. In instances where this has been reported the situation will be monitored and persistent bullying of any kind or aggravated incidents may result in a detention or an internal isolation or a fixed period of exclusion, or permanent exclusion. Please refer to the anti-bullying policy.

1. Unacceptable behaviour

Unacceptable behaviours include, but is not limited to:

- 1.1 Physical threats and verbal intimidation
- 1.2 Use of abusive and offensive language
- 1.3 Repeated and deliberate teasing by an individual or group
- 1.4 Physical assault intended to hurt and frighten
- 1.5 Pushing, tripping, spitting at any individual
- 1.6 Abuse of personal property intended to cause distress
- 1.7 Writing, whispering and spreading rumours about a person to cause hurt
- 1.8 Intentional exclusion or isolation of an individual
- 1.9 Insults directed at a person or family on the grounds of race, gender, belief, dress or appearance
- 1.10 Insults directed at a person relating to sexual orientation
- 1.11 Use of electronic or telephonic means including email, social networking, messaging to cause harass, alarm or distress
- 1.12 If a student is harassed physically or verbally by another student within the school, they should bring this to the attention of a member of staff so that the appropriate action can be taken. Using retaliation to deal with the matter may lead to a consequence for both parties involved.
- 1.13 Where reports of abuse towards staff are made, a member of the Senior Leadership Team or Head of Year should be informed, and this will be investigated. Threatening or aggressive conduct, damaging conduct, or repeated misconduct of this sort, could result in a serious sanction up to and including permanent exclusion.
- 1.14 If a student is found to have wilfully made a malicious allegation against a member of staff, this will be viewed as a very serious incident.
- 1.15 Physically affectionate and sexual activity between students is not appropriate in an Educational environment. Where such activity involves coercion, harassment, assault, or duress it will be treated as an issue of utmost seriousness; this may involve police action, and sanctions from school.
- 1.16 Possession of pornography, racist or other inflammatory literature or other associated items is forbidden, and such will be confiscated and subsequently destroyed. The incident will be dealt with by means of sanctions depending on the degree to which the misconduct would cause real or potential harm.
- 1.17 The Academy reserves the right to take interest in and impose sanctions for any misconduct by any student at any time, beyond the bounds of the school day, week, and term, where such misconduct prejudices the good order and welfare of the school and its students.

1.18 Where student conduct is reckless and dangerous, placing others at risk, serious sanction may be set even where the student's intent is not malicious. This includes improper use of fire safety equipment and making a hoax 999 call.

1.19 Any other behaviour that may not be specifically mentioned, but at the discretion of the Senior Leadership Team, is deemed to be offensive.

2. Theft

2.1 All cases involving theft, including taking property without permission, (e.g.: removing foodstuffs from the canteen without payment) should be investigated by a member of the Senior Leadership Team or Head of Year and appropriate sanctions will be issued. The police may be informed.

2.2 To avoid difficulties, we insist that no article may be bought or sold, nor should any collection of money take place within the school, without permission of a senior member of staff.

3. POSSESSION OR USE OF AN OFFENSIVE WEAPON

3.1 An offensive weapon is anything that could be used as a weapon or to intimidate others. This includes replica items. Items within the category of weapons include knives and blades of any length, catapults, any item capable of firing a projectile, fireworks and any noxious substances. Such items are inappropriate within school. This may also include deliberate misuse of school equipment.

3.2 Any weapon will be confiscated, and the police contacted if the weapon is a blade or knife. The weapon will not be returned to the student. Sanctions will depend on the degree to which the item was used to cause harm, alarm or distress to others; the degree to which the student carrying such a weapon intended to use it to cause harm, alarm or distress to others; and the potential for the item to cause harm, alarm or distress to others. Bringing dangerous weapons on to school premises, such as knives and blades, is likely to lead to a serious sanction.

3.3 Laser light pens are highly dangerous and should not be brought onto the premises, even if students have no intent to use them in an offensive way. Possession by students or use on school premises is very serious and will lead to a serious sanction.

4. EXCLUSION FROM THE ACADEMY

It is important to note that any of the behaviour outlined above will lead to serious consequences At the Academy. This could include a fixed term exclusion or a permanent exclusion.

Please also refer to the Trust Exclusion Policy.